

(7)
CATHY STEPP
(b) (6)
New City

Executive Profile

Principled professional with a wide variety of work experience, most recently in government administration at the CEO level as a Cabinet Secretary leading the Wisconsin Department of Natural Resources. The WDNR is one of the largest agencies in state government, employing over 3,000 people and with a budget of over \$500,000,000 per year. The WDNR is responsible to manage the wildlife, fisheries, state parks, trails, forest fire-fighting, and environmental permitting and enforcement of the state.

Is well known for motivational speaking and training and has been tapped by organizations throughout the years as a leader and individual known to motivate and inspire others. Strong in developing "real-world people skills" in others. Work experience demonstrates outstanding interpersonal skills, public speaking, organization and motivation in a variety of fields.

Skill Highlights

- Leadership/communication skills
- Project management
- Change management
- Business operations organization
- Budgeting expertise
- Customer-oriented
- Crisis management
- Public relations
- Media relations
- Service quality improvement
- Staff motivation
- Strategic planning
- Conflict resolution
- Negotiations expert

Core Accomplishments

- Introduced and instituted Lean Six Sigma practices into a government agency for the first time in state history.
- Instituted a Core Work Analysis effort resulting in the re-alignment and flattening of the WI-DNR's organizational structure, saving state taxpayers hundreds of thousands of dollars per year.
- Lead the WI-DNR through a culture management exercise; resulting in Performance Management systems being instituted and significant moves of the needle regarding Customer Service Ethic in government service.
- Mediated and resolved several long-term conflicts between different stakeholders resulting in settlements of divisive lawsuits.
- Introduced and implemented use of social media to better connect with our citizens on important matters of wildlife management, outdoor recreation opportunities, and environmental regulation.
- Instilled requirements that new environmental regulating staff avail themselves of opportunities to learn from manufacturers and other producers by visiting with them regularly to learn their business practices and better understand the impact our regulations

University of Wisconsin Whitewater

Attended and studied general courses relating to literature, physical science, communications.

References

(b) (6)



Professional Affiliations / Accolades

U.S. Army War College Seminar: June 2015
 University of Wisconsin-Stevens Point College of Natural Resources Board: 2012-Current
 Midwest Association of Fish and Wildlife Agencies: 2011-Current
 Environmental Council of the States (member): 2011-Current
 Freddie Mac Board of Directors, (appointee of President G. W. Bush): 2001-2004
 Wisconsin Natural Resources Board of Directors, (appointee of Gov Tommy Thompson): 1999-2002
 Racine/Kenosha Builders Association President: 1998 and 1999
 Wisconsin Builders Association Board of Directors: 1996-2005
 National Association of Home Builders Board of Directors: 1999-2006
 Wisconsin Association of Health Underwriters Board of Directors: 2003-2007
 Forward Wisconsin Board of Directors: 2004-2007
 Wisconsin Housing and Economic Development Authority (WHEDA) Board of Directors: 2003-2005
 Racine County Girl Scouts Board of Directors: 2002-2003
 Womens Resource Center of Racine Board (2009-2012)
 Built 3 homes for the City of Racine Community Policing Projects (1997 and 1999)
 Racine Kiwanis Member: (2003-2005)
 Racine Area Manufacturers and Commerce Member (1998-2005)
 Racine County Combined Corrections Community Relations Board (2003-2007)
 Southern Oaks Girls School Community Relations Board (2003-2007)
 Wisconsin Coalition Against Sexual Assault Legislator of the Year (2006)
 Metropolitan Milwaukee Association of Commerce's Legislator of the Year (2005-2006)
 Wisconsin Alliance of Cities Senator of the Year (2004)
 American Cancer Society's Legislator of the Year (2004)
 Wisconsin Grocers' Association's Friend of Grocers Award (2003)
 Milwaukee Magazine's "Rising Star in the Legislature" (2003)
 Metropolitan Builders Association of Milwaukee's Builder of the Year (1997-1999)
 Racine/Kenosha Builders Association Builder of the Year (1997)
 City of Racine's Outstanding Community Service Award (2000)
 Republican Party of Wisconsin Treasurer (2007-2010)